



NATIONAL GUARD BUREAU

3500 FETCHET AVENUE
JOINT BASE ANDREWS AFB MD 20762-5157

MEMORANDUM FOR Recruiting and Retention Superintendents

FROM: NGB/A1Y

SUBJECT: Fiscal Year 2017 (FY17) ANG Incentive Program – Operational Guidance - Change 2

1. This memorandum announces a change to the operational guidance for the Air National Guard Incentive Program for FY 2017. **The guidance contained in this memo is effective 1 June 2017 and will expire on 30 September 2017**, unless otherwise noted or superseded by future written guidance.
2. Please direct questions concerning the FY 2017 ANG Incentive Program to NGB/A1YR, CMSgt PJ Gallagher, Comm: 240-612-9185, DSN: 612-9185, E-mail: pj.gallagher.mil@mail.mil or SMSgt Don Schauer, Comm: 240-612-7449, DSN: 612-7449, E-mail: donald.c.schauer.mil@mail.mil

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Chief, Recruiting and Retention

Attachments:

1. Summary of Incentive Program Updates
2. National Enlisted Incentive AFSC Listings
3. National Officer Incentive AFSC Listings and Health Professional Incentive AFSC Listings
4. Enlisted Incentive Programs
5. MGIB-SR Kicker
6. Officer Incentive Programs
7. Health Professional Incentive Program Requirements
8. Administrative Requirements
9. Incentives and Extended Active Duty/Full-Time Employment
10. Enlisted Incentive Payment Schedule

Distribution List:

DOS
MPMO
DP
RRS
RRM

SUMMARY OF INCENTIVE PROGRAM HIGHLIGHTS

The following updates are valid until 30 September 2017, unless otherwise noted:

1. –NEW- This FY17 Operational Guidance Change 2 adds enlistment incentives for Prior Service (PS), Affiliation, and Selective Retention Bonus (SRB) - for reenlistments. Review the details in Attachments 4-1 through 4-4 thoroughly. Minimum eligibility requirements and Incentive Written Agreements have been substantially modified.
2. –NEW- 2 additional AFSCs have been added to the National Enlisted Incentive AFSC List, Attachment 2. 2A3X5, Advanced Fighter Aircraft Integrated Avionics, and 2A3X7 Tactical Aircraft Maintenance (5th Generation). Incentives for these 2 AFSCs are for enlistments/reenlistments AFTER 1 June 2017 only.
3. NGB/A1Y will designate the National Incentive AFSC List for the MGIB-SR Kicker and Program Specifics relating to ANG to ANG transfers.
4. All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit **will not be terminated** from their current incentive program provided the member remains in the same AFSC.
5. MGIB-SR Kicker Incentive may continue to be offered for NPS, PS, and Affiliation accessions, as well as reenlistments and **extensions**.
6. Members may serve unlimited TEMPORARY Technician or TEMPORARY AGR tours without incentive implications.
 - CONTINUATION: For permanent Full Time AGR's and permanent Full Time Technicians, the date of termination is the START date of the permanent Full Time tour.
7. A member currently serving in an incentive written agreement who is selected for a First Sergeant position (8F000) or an IG team position (8I000) will not be terminated from their current incentive program. A member currently serving as a First Sergeant or an IG team position will not be authorized a new reenlistment incentive.
8. Members serving in an incentive obligation period may only be eligible to retrain or change into an AFSC that is on the current NATIONAL ENLISTED INCENTIVE AFSC LIST with PRIOR approval from NGB/A1YR. **(Refer to the Administrative Requirements section of this guidance for the list of required supporting documents)**
9. Members serving in an Incentive Obligation Period for a Reenlistment may only be eligible to retrain or change into an AFSC that is on the current NATIONAL ENLISTED INCENTIVE AFSC LIST with PRIOR approval from NGB/A1YR. **(Refer to the Administrative Requirements section of this guidance for the list of required supporting documents)**

NATIONAL ENLISTED INCENTIVE AFSC LIST

The **National** Enlisted Incentive AFSC list below includes all prefixes and shreds.

1A1X1	Flight Engineer	2A6X3	Aircraft Egress Systems
1A2X1	Aircraft Loadmaster	2A6X4	Aircraft Fuel Systems
1A8X2	Airborne ISR Operations	2A6X5	Aircraft Hydraulic Systems
1B4X1	Cyber Warfare Operations	2A6X6	Aircraft Electrical/ Environmental Sys
1C1X1	Air Traffic Control	2A7X3	Aircraft Structural Maintenance
1C2X1	Combat Control	2A7X5	Low Observable Acft Structural Maint
1C4X1	Tactical Air Command And Control	2A8X1	Mobility AF Integrated Comm/Nav/Mis Sys
1C5X1	Command And Control	2A8X2	Mobility AF Integrated Instr/Flt Control
1C8X1	Ground Radar Systems	2F0X1	Fuels
1C8X2	Airfield Systems	2T2X1	Air Transportation
1N0X1	Operations Intelligence	2T3X1	Vehicle/Vehicle Equip Maintenance
1N1X1	Geospatial Intelligence	2W0X1	Munitions Systems
1N4X1	Fusion Analyst	2W1X1	Aircraft Armament Systems
1T0X1	Survival, Evasion, Resistance, And Escape	3D0X2	Cyber Systems Operations
1T2X1	Pararescue	3D0X3	Cyber Surety
1U0X1	RPA Sensor Operator	3D1X1	Client Systems
1W0X1	Weather	3D1X2	Cyber Transport Systems
1W0X2	Special Operations Weather	3D1X3	RF Transmission Systems
2A0X1	Avionics Test Station And Components	3D1X4	Spectrum Operations
2A3X3	Tactical Aircraft Maintenance	3D1X7	Cable And Antenna Systems
2A3X4	Fighter Aircraft Integrated Avionics	3E0X2	Electrical Power Production
2A3X5	Advanced Fighter Aircraft Integrated Avionics	3E2X1	Pavements and Construction Equipment
2A3X7	Tactical Aircraft Maintenance (5 th Generation)	3E3X1	Structural
2A3X8	Remotely Pilot Aircraft Maintenance	3E4X1	Water And Fuel Systems Maintenance
2A5X1	Airlift/Spec Mission Aircraft Maintenance	3E7X1	Fire Protection
2A5X4	Refuel/Bomber Aircraft Maintenance	3P0X1	Security Forces
2A6X1	Aerospace Propulsion	4N0X1	Aerospace Medical Service
2A6X2	Aerospace Ground Equipment		

NATIONAL OFFICER INCENTIVE AFSC LISTS

The **National** Officer Incentive AFSC list below applies to the Officer Accession and Officer Affiliation Bonuses and includes all prefixes and shreds.

11U/12U/18A	Remotely Piloted Aircraft Pilot
11R	Rec/Surv/ Elec Warfare Pilot
12R	Rec/Surv/Elec Warfare Combat Systems Officer
11BXU/11FXU/11MXU/12BXU/12FXU/12MXU/13L	Air Liaison Officer (ALO) Position Only**
13B	Air Battle Manager
13D	Combat Rescue Officer
14N	Intelligence
15W	Weather
17D	Network Operations
17S	Cyberwarfare Operations
32E	Civil Engineering
52R	Chaplain

****MEMBER'S AFSC MUST CONTAIN THE "U" SUFFIX INDICATING AND ALO POSITION****

NATIONAL HEALTH PROFESSIONAL INCENTIVE AFSC LISTS

The Office of the Secretary of Defense for Health Affairs (OSD/HA) approved a total of 8 identified critical specialties within the Health Professional (HP) community for the Air National Guard. These identified critical specialties are effective for 24 months, beginning 1 Oct 2015 through 30 Sep 2017.

Critical Medical Corps Specialties

44E	Emergency Medicine Physician
44K	Pediatrician
44M	Internal Medicine Physician
44Y	Critical Care Medicine
45S	General Surgeon
48G	General Medical Officer (GMO), Flight Surgeon
48R	Residency Trained Flight Surgeon

All Other Critical Medical Specialties

43H	Public Health Officer
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ENLISTED INCENTIVE PROGRAM

The Air National Guard's Enlisted Incentive Program is intended to attract and retain drill status members in identified critical specialties. Members who meet the eligibility criteria for an enlisted incentive will receive the applicable cash bonus and the MGIB-SR Kicker, provided all eligibility requirements for both incentives are met.

Enlistment Bonus (Non-Prior Service):

Intent: To attract individuals with no prior military service into critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a non-prior service incentive and execute a written agreement to enter into this incentive.

In order to qualify for this incentive, applicants must:

- Not have previously served in any military component or, having served in a military component, did not complete Basic Military Training (BMT).
- Enlist for a period of six years in an incentive eligible AFSC that is identified on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
- Be assigned to an incentive eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY17 Recruiting and Retention Initiatives.
- Agree to become qualified (3-skill level) in the AFSC.
- Be a drill status member and not be enlisting to qualify for a full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician).
- Possess a high school diploma or equivalent.
- Execute the appropriate written agreement with an effective date that matches the date of enlistment.

Program Specifics:

- Members will receive a \$20,000 Cash Bonus.
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Cash Bonus.
- NPS Initial Payment will be made at the 3 year Anniversary.
- 3-level qualification (AF 2096) must also be successfully completed prior to payment.

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Members affected by a NGB-directed reduction in force, mission change, unit conversion etc. may:
 - Be relieved from recoupment or
 - Retrain or reassign to an AFSC on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** in order to retain incentive eligibility.
- Members who **have not completed Initial Active Duty for Training (IADT)** who wish to change their AFSC must choose an AFSC from the **NATIONAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment. Exceptions to policy will not be considered.
 - Members serving in an incentive obligation period for **Non-Prior Service** who have acquired a 3-skill level may only be eligible to retrain into an AFSC on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR. (Refer to the Administrative Requirements section of this guidance for the list of required supporting documents)
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members will only be authorized to retrain when the member's AFSC is not available at the gaining unit. The new AFSC must be on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
 - Note: Members who **have not completed IADT** must choose an AFSC from the **NATIONAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment.

Prior Service Bonus:

Intent: To attract individuals with prior military service into critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a prior service bonus and execute a written agreement to enter into this incentive.

In order to qualify for this incentive, applicants must:

- Have less than 16 years total military service from their Pay Date as of the date of their enlistment.
- Enlist in the ANG for a period of six years in an incentive eligible AFSC that is identified on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
- Have not previously received an enlistment bonus in the Selected Reserve.
- Be assigned to an incentive eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY17 Recruiting and Retention Initiatives.
- Be qualified or agree to become qualified (3-skill level) in the AFSC. AF 2096 is the source document.
- Not be entering directly from Active Duty.
- Be entering from one of the following:
 - IRR or civilian status with previous military service.
 - Any Reserve component except ANG
 - Former ANG members must have at least a one year separation from last ANG assignment.
- Have received an honorable discharge from **all** periods of military service.
- Provide DD-214s and/or NGB-22s for all previous periods of military service.
- Be a drill status member and not be enlisting to qualify for a full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician).
- Not be a Palace Chase participant.
- Possess a high school diploma or equivalent.
- Execute the appropriate written agreement with an effective date that matches the date of enlistment.

Program Specifics:

- Members will receive \$15,000 for a six year enlistment.
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Cash Bonus.
- Members who are fully qualified upon accession will receive a lump sum payment due on enlistment date.
- Members who agree to retrain will receive an initial payment at the 3 year anniversary and a final payment at the 5 year anniversary of enlistment. 3-level qualification (AF 2096) must also be successfully completed prior to payment.

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Members affected by a NGB-directed reduction in force, mission change, unit conversion etc. may:
 - Be relieved from recoupment **or**
 - Retrain or reassign to an AFSC on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** in order to retain incentive eligibility.
 - Members serving in an incentive obligation period for **Prior Service** may only be eligible to retrain or change into an AFSC that is on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR. (Refer to the **Administrative Requirements** section of this guidance for the list of required supporting documents)
 - Members who **have not completed 3-level** training must choose an AFSC from the **NATIONAL INCENTIVE AFSC LIST** effective at the start date of the current enlistment.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members will only be authorized to retrain when the member's AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.

Affiliation Bonus:

Intent: To attract individuals with prior active duty military service who are entering the ANG directly from an active component or the IRR after serving under honorable conditions.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Affiliation Bonus and execute a written agreement to enter into this incentive.

In order to qualify for this incentive, applicants must:

- Have less than 16 years total military service from their Pay Date as of the date of their enlistment.
- Affiliates with the ANG for a period six years in an incentive eligible AFSC that is identified on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
- Be assigned to an incentive eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY17 Recruiting and Retention Initiatives.
- Be qualified or agree to become qualified (3-skill level) in the AFSC. AF 2096 is the source document.
- Be entering the ANG directly from any Active Duty component or from IRR after previously serving on Active Duty. (Last period of service cannot be ANG)
- Have received an honorable discharge from all periods of military service
- Provide DD-214s and/or NGB-22s for all previous periods of military service.
- Be a drill status member and not be enlisting to qualify for a full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician).
- Not be a Palace Chase participant.
- Not previously received an Affiliation Bonus in any Selected Reserve component.
- Possess a high school diploma or equivalent.
- Execute the appropriate written agreement with an effective date that matches the date of enlistment.

Program Specifics:

- Members will receive \$20,000 for a six year enlistment.
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Cash Bonus.
- Members who are fully qualified upon affiliation will receive a lump sum payment due on enlistment date.
- Members who agree to retrain will receive an initial payment at the 3 year anniversary and a final payment at the 5 year anniversary of enlistment. 3-level qualification (AF 2096) must also be successfully completed prior to payment.

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Members affected by a NGB-directed reduction in force, mission change, unit conversion etc. may:
 - Be relieved from recoupment or
 - Retrain or reassign to an AFSC on the **current NATIONAL or LOCAL ENLISTED INCENTIVE AFSC LIST in order to retain incentive eligibility.**
- Members serving in an incentive obligation period for **Affiliation** may only be eligible to retrain or change into an AFSC that is on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR. (Refer to the Administrative Requirements section of this guidance for the list of required supporting documents)
 - Members who **have not completed 3-level training** must choose an AFSC from the **NATIONAL INCENTIVE AFSC LIST effective at the start date of the current enlistment.**
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members will only be authorized to retrain when the member's AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**

Selective Retention Bonus:

Intent: To retain current ANG members in identified critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Selective Retention Bonus and execute a written agreement to enter into this incentive.

In order to qualify for this incentive, applicants must:

- Reenlist for a period of six years.
- Have less than 16 years total military service from their Pay Date as of the date of their reenlistment.
- Reenlist within 90 days of their ETS if not currently serving in an incentive obligation period. Reenlist within 31 days of their ETS if currently serving in an incentive obligation period.
- Reenlist in the ANG for a period of six years in an incentive eligible AFSC that is identified on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
- Be serving in pay grade E-3 or higher
- Not be reenlisting for the purpose of accepting a commission.
- Be qualified or agree to become qualified (3-skill level) in the AFSC. AF 2096 is the source document.
- Have received an honorable discharge from **all** periods of military service.
- Provide DD-214s and/or NGB-22s for all previous periods of military service.
- Be a drill status member and not be reenlisting to qualify for a permanent full-time position where federal law requires membership in the ANG as a condition of employment (AGR or Technician).
- Execute the appropriate written agreement with an effective date that matches the date of reenlistment.

Program Specifics:

- Individuals may not receive cumulative Selective Retention Bonuses in excess of \$80,000 during their entire career.
- Members will receive \$15,000 for a six year enlistment.
- Attachment 10 of this Operational Guidance outlines the payment schedule for the Cash Bonus.
- Members who are fully qualified upon reenlistment will receive a lump sum payment due on reenlistment date.
- Members who agree to retrain will receive an initial payment at the 3 year anniversary and a final payment at the 5 year anniversary of reenlistment. 3-level qualification (AF 2096) must also be successfully completed prior to payment.

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Members affected by a NGB-directed reduction in force, mission change, unit conversion etc. may:
 - Be relieved from recoupment or
 - Retrain or reassign to an AFSC on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** in order to retain incentive eligibility
- Members serving in a Selective Retention incentive obligation period may only be eligible to retrain or change into an AFSC that is on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST** with **PRIOR** approval from NGB/A1YR. (Refer to the Administrative Requirements section of this guidance for the list of required supporting documents)
- Member is **fully-qualified** in another incentive eligible AFSC and agrees to complete the remainder of the obligation in that DAFSC in a valid vacancy.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members will only be authorized to change their AFSC when the member's AFSC is not available at the gaining unit and with approval from NGB/A1YR. The new AFSC must be on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.

Montgomery GI Bill Selected Reserve (MGIB-SR) \$350 Kicker

Intent: To attract and retain individuals in identified critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer the MGIB-SR Kicker incentive and execute a written agreement for participation in the program.

In order to qualify for this incentive, applicants must:

- Enlist, reenlist, or extend for six years in an Incentive Eligible AFSC that is identified by the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
- Be qualified (3-skill level) in the AFSC **before signing a contract for MGIB-SR Kicker benefits**.
- Be currently eligible to draw MGIB-SR benefits and have remaining months of MGIB-SR entitlement.
- Technicians may establish eligibility for the MGIB-SR Kicker, provided they have MGIB-SR entitlement remaining.
- Be a drill status member and not be enlisting to qualify for an AGR position.
- Be assigned to an incentive eligible AFSC that does not exceed the authorized assignment percentage maximum as prescribed in the FY17 Recruiting and Retention Initiatives.
- Possess a high school diploma or equivalent.
- Be classified as Armed Forces Qualification Test Score Category I, II, or III.

Program Specifics:

- Members may utilize the MGIB-SR Kicker benefit in conjunction with MGIB-AD (Chapter 30) provided all other eligibility requirements are met.
- Members may only use the MGIB-SR Kicker benefit in conjunction with Post 9/11 MGIB (Chapter 33) if the Post 9/11 MGIB election and eligibility is established (by Dept. of VA) after MGIB-SR Kicker eligibility is established (by the Reserve Component).
- Members who received MGIB-SR Kicker eligibility from another Reserve Component will **not** be entitled to a **new** MGIB-SR Kicker with the ANG.

Note: These members may be eligible to continue the previous MGIB-SR Kicker benefit provided they have completed the six-year MGIB-SR Kicker obligation with that Reserve Component. Eligibility for continuation is determined by the Reserve Component with which the original MGIB-SR Kicker eligibility was established.

- Members serving in an incentive obligation for MGIB-SR Kicker are only eligible to retrain/change AFSCs with approval from NGB/A1YR.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members will only be authorized to retrain when the member's AFSC is not available at the gaining unit. The new AFSC must be on the **current NATIONAL ENLISTED INCENTIVE AFSC LIST**.
 - Note: Members who **have not completed IADT** must choose an AFSC from the **NATIONAL INCENTIVE AFSC LIST effective at the start date of the current enlistment**.

OFFICER INCENTIVE PROGRAMS

The Air National Guard's Officer Incentive Programs are intended to attract drill status members in identified critical specialties.

Officer Accession Cash Bonus:

Intent: To attract individuals accepting an appointment into the ANG to fill identified critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Officer Accession bonus and execute a written agreement to enter into this incentive.

- **NO NEW CASH INCENTIVES ARE AUTHORIZED FOR FY17.**
- **Program Specifics below are designed for transferring members serving under an Officer Accession Cash Incentive.**

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Officers affected by a NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment.
- Members serving in an incentive obligation period may only be eligible to retrain into an AFSC on the **current NATIONAL OFFICER INCENTIVE AFSC LIST** with approval from NGB/A1YR.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members who wish to retrain into a new AFSC will only be authorized to continue incentives if the member's AFSC is on the **current NATIONAL OFFICER INCENTIVE AFSC LIST**.

Officer Affiliation Cash Bonus:

Intent: To attract officers affiliating with the ANG to fill identified critical specialties.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer an Officer Affiliation bonus and execute a written agreement to enter into this incentive.

- **NO NEW CASH INCENTIVES ARE AUTHORIZED FOR FY17.**
- **Program Specifics below are designed for transferring members serving under an Officer Affiliation Cash Incentive.**

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes. Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Officers affected by a NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment.
- Members serving in an incentive obligation period may only be eligible to retrain into an AFSC on the **current NATIONAL OFFICER INCENTIVE AFSC LIST** with approval from NGB/A1YR.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Transferring members who wish to retrain into a new AFSC will only be authorized to continue incentives if the member's AFSC is on the **current NATIONAL OFFICER INCENTIVE AFSC LIST**.

Chaplain Loan Repayment Program:

Intent: To attract and retain Chaplains in the ANG by offering an incentive that will assist in repaying guaranteed student loans that were taken out to pursue an education in fulfillment of the educational requirement to become a Chaplain. The repayment of a loan may consist of the payment of the principal, interest, and related expenses of the loan as designated by the ANG.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Chaplain Loan Repayment and execute a written agreement to enter into this incentive.

- **NO NEW LOAN REPAYMENT INCENTIVES ARE AUTHORIZED FOR FY17.**

HEALTH PROFESSIONAL INCENTIVE PROGRAMS

Health Professional (HP) Cash Incentive:

Intent: To attract and retain qualified health professionals to fill identified specialties in the ANG.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Health Professionals Cash Incentive and execute a written agreement to enter into this incentive.

- **NO NEW HEALTH PROFESSIONALS CASH INCENTIVES ARE AUTHORIZED FOR FY17.**

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes.

Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Officers affected by a NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment.
- Members serving in an incentive obligation period may only be eligible to retrain into an AFSC on the **current NATIONAL HEALTH PROFESSIONAL INCENTIVE AFSC LIST** with approval from NGB/A1YR.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit retain their current incentive program provided the member remains in the same AFSC.
 - Member will only be authorized to change AFSC when the member's AFSC is not available at the gaining unit and the member is qualified in another AFSC that is on the current ANG HP CRITICAL WARTIME SPECIALTY LIST. In the case of a DAFSC change to 48R3 (Residency Trained Flight Surgeon) or 46F3 (Flight Nurse), Incentive Obligation period and Incentive payments will be suspended until completion of Aerospace Medicine Primary Course. The Incentive Obligation Period and Incentive payments will resume upon completion of Aerospace Medicine Primary Course.

Health Professional (HP) Loan Repayment Program:

Intent: To attract qualified health professionals to fill identified specialties in the ANG.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Health Professionals Loan Repayment Program (HPLRP) Incentive.

- **NO NEW LOAN REPAYMENT INCENTIVES ARE AUTHORIZED FOR FY17.**

The following circumstances require approval from NGB/A1YR for AFRISS-TF Master AFSC changes.

Supporting documentation must be loaded to the member's record in AFRISS-TF:

- Officers affected by a NGB-directed reduction in force, mission change, unit conversion etc. may be relieved from recoupment.
- Members serving in an incentive obligation period may only be eligible to retrain into an AFSC on the **current NATIONAL HEALTH PROFESSIONAL INCENTIVE AFSC LIST** with approval from NGB/A1YR.
- ANG to ANG transfers will be administered IAW Fiscal Year 2017 Recruiting and Retention Initiatives.
 - All members currently serving in an incentive written agreement (Local or National) who transfer to another ANG Unit will retain their current incentive program provided the member remains in the same AFSC.
 - Member will only be authorized to change AFSC when the member's AFSC is not available at the gaining unit and the member is qualified in another AFSC that is on the current ANG HP CRITICAL WARTIME SPECIALTY LIST. In the case of a DAFSC change to 48R3 (Residency Trained Flight Surgeon) or 46F3 (Flight Nurse), Incentive Obligation period and Incentive payments will be suspended until completion of Aerospace Medicine Primary Course. The Incentive Obligation Period and Incentive payments will resume upon completion of Aerospace Medicine Primary Course.

Health Professional (HP) Residency Stipend Program:

Intent: Help create a pool of qualified Health Professionals in identified critical specialties for future assignments within an ANG medical squadron.

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Health Professionals Residency Stipend Program Incentive and execute a written agreement to enter into this incentive.

- **NO NEW STIPEND PROGRAM INCETIVES ARE AUTHORIZED FOR FY17.**

Health Professionals (HP) Baccalaureate Stipend Program:

Intent: Help create a pool of qualified Health Professionals in identified critical specialties for future assignments within an ANG medical squadron

Minimum Eligibility Requirements: The requirements identified below are meant to provide a list of the minimum qualifications needed to offer a Health Professionals Baccalaureate Stipend Program Incentive and execute a written agreement to enter into this incentive.

- **NO NEW STIPEND PROGRAM INCENTIVES ARE AUTHORIZED FOR FY17.**

ADMINISTRATIVE REQUIREMENTS(all programs)

Program Execution: RRMS will execute the incentive program in accordance with the Fiscal Year 2017 Recruiting and Retention Initiatives, Personnel Services Delivery Guide (PSDG) and this memorandum, within funding constraints as set forth by NGB/A1YR. Incentive Written Agreements initiated by any person other than the RRM or RRS will not be honored. Exception: The RRS may designate, in writing, a Recruiting and Retention Manager or senior Production Recruiter to execute the Wing/Unit Incentive Program based on Strength Management Team needs.

Required System Usage: The RRM is responsible for utilizing the AFRISS TOTAL FORCE (AFRISS-TF) system. The RRM should notify the AFRISS-TF Helpdesk of any concerns or questions regarding the AFRISS-TF program.

Incentive Written Agreement And Bonus Builds: The RRM must complete the appropriate Enlisted or Officer written agreement for an incentive at the time of enlistment, reenlistment, or appointment. The RRM must build all bonus records in MilPDS and AFRISS-TF as soon as the member is gained or reenlisted (HP bonuses are built according to effective start date provided by NGB/A1YR on the HP Incentive approval memorandum). MilPDS input problems should be directed to NGB/A1YR for input assistance.

Required Supporting Documents For NGB Approvals:

- UMD Authorized and Assigned for losing and gaining AFSC
- Number of valid vacancies for gaining AFSC
- Number of available Formal School Seats for gaining AFSC
- In some cases a Commander's justification letter may be requested.

INCENTIVES AND EXTENDED ACTIVE DUTY/FULL-TIME EMPLOYMENT

MEMBERS ARE ELIGIBLE TO KEEP INCENTIVE(S) IF:

- Identified as a Temporary AGR - Tech ID 3U
 - ADCU "U" - Identifies the AGR as Temporary.
- Identifies Temporary Technician - Tech ID 4
- Title 10 USC Orders for Partial Mobilization (10 USC 12302) or MPA [10 USC 12301(d)]
- Active Duty for Operational Support (ADOS)

MEMBERS ARE INELIGIBLE TO KEEP INCENTIVE IF:

- Full Time AGR – No exceptions
- Full Time Technician – No exceptions - Tech ID 1
 - Technicians may be eligible for the MGIB-SR Kicker if they meet the minimum eligibility requirements.
- Stat Tour Title 10; NGB
- Indefinite (Indef) Positions – No exceptions

TERMINATION DATES:

- For permanent Full Time AGRs and permanent Full Time Technicians, the date of termination is the START date of the tour.
- For Indef. AGR's and Indef. Technicians, the date of termination is the START date of the tour.

ENLISTED INCENTIVE PAYMENT SCHEDULE FOR FY17 INCENTIVES

BONUS TYPE	YEARS	TOTAL BONUS	LUMP SUM PAYMENT	ANNIVERSARY YEAR PAYMENTS					
				1 ST	2 ND	3 RD	4 TH	5 TH	6 TH
NPS Enlistment Note 1	6	\$20,000	N/A	N/A	N/A	\$10,000	N/A	\$10,000	N/A
PS Enlistment Note 2	6–Fully Qualified	\$15,000	\$15,000	N/A	N/A	N/A	N/A	N/A	N/A
	6–Retraining	\$15,000	N/A	N/A	N/A	\$7,500	N/A	\$7,500	N/A
Reenlistment Note 2	6–Fully Qualified	\$15,000	\$15,000	N/A	N/A	N/A	N/A	N/A	N/A
	6–Retraining	\$15,000	N/A	N/A	N/A	\$7,500	N/A	\$7,500	N/A
Affiliation Note 2	6–Fully Qualified	\$20,000	\$20,000	N/A	N/A	N/A	N/A	N/A	N/A
	6–Retraining	\$20,000	N/A	N/A	N/A	\$10,000	N/A	\$10,000	N/A

Note 1: Payments will be made at the 3rd and 5th anniversary of enlistment date. 3-level qualification (AF 2096) must also be completed prior to payment.

Note 2: Members Fully Qualified upon accession/reenlistment will receive a lump sum payment for the entire bonus amount. Members who agree to retrain will receive payments at the 3rd and 5th anniversary of enlistment/reenlistment date. 3-level qualification (AF 2096) must also be completed prior to payment.